

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

MINUTES OF A REGULAR MEETING
OF THE FACULTY SENATE HELD ON
MAY 1, 1987, IN LISNER HALL
Room 603

1 The first meeting of the new session was called to order by Vice President French at 2:15 p.m.

Present: Vice President French, Registrar Gaglione, Parliamentarian Steinhardt, Berkovich, Birnbaum, Burks, Deering, Fox, Garris, Grub, Kelly, Levy, Loeser, Malone, Moore, Morgan, Paratore, Pierpont, Robinson, Schiff, A. Smith, G. Smith, and Yezer

Absent: President Elliott, Barron, Clark, Cohn, East, Elgart, Liebowitz, Lovett, Robbins, Simons, Solomon, Tolchin, and Zubrow

Vice President French recognized and welcomed the new Chairman of the Executive Committee, Professor Lilien F. Robinson, and then introduced and welcomed the following newly-elected members of the Senate: Professors Burks, Grub, Moore and Yezer. He next introduced the following re-elected members: Professors Fox, Morgan, Pierpont, and G. Smith.

Associate Dean Caress, on behalf of Dean Solomon, read a "Resolution in Tribute and to the Fond Memory of Dean Arthur Edward Burns," who died December 15, 1986. The Senate expressed its respect by standing in silent tribute during the reading, and the resolution was adopted by acclamation. (The resolution is made a part of these minutes and will be forwarded to Dean Burns' family.)

2 The Chair asked for approval of the minutes as distributed. The minutes were corrected to include a brief statement made by Professor Fox at the April Senate meeting. This statement, inadvertently omitted, follows: "In order that people do not get stuck in the Lisner Hall elevator, it is very important for Senate members to note that only five (5) people are supposed to be in this elevator at any one time." The minutes were approved as corrected.

3 (a) On behalf of the Appointment, Salaries and Promotion Policies Committee, Professor Morgan, Chair, moved the adoption of Resolution 87/1, "A Resolution Concerning Faculty Salaries," and the motion was seconded. Professor Morgan presented some background information, indicating that the University was falling behind with regard to the level of faculty salaries. He then asked the privilege of the

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3 floor for Professor Arthur D. Kirsch, a member of the Committee. Professor Kirsch distributed and explained statistical data pertaining to GW faculty salaries compared to other institutions in the AAUP Category I scale. He pointed out that if GW aspires to become a first-rank university, then it must bring faculty salaries up to match that level. A discussion followed by Professors Levy, Kirsch, Morgan, Fox, Yezer, and Grub. The question was called, and Resolution 87/1 was adopted unanimously. (Resolution 87/1, with data, is attached.)

(b) Resolution 87/2, "A Resolution to Change the Name of the Senate Committee on University Development and Resources to the Senate Committee on Faculty Development and Resources," was postponed by the Senate until the next regular meeting of the Faculty Senate, September 18, 1987, because no member of the sponsoring Committee was present to speak to the resolution.

4 No resolutions were introduced under Introduction of Resolutions.

5 Professor Fox, Chair of the Special Committee on Consolidation of SPIA, reported that the Committee was in the process of gathering information for Senate consideration. At the present time, he said, the Special Committee was concentrating only on voluntary faculty transfers from Columbian College to SIA. The Committee would make recommendations as soon as possible with regard to only the matter of these transferees and any problems that are perceived. Other elements will be looked at by the Committee at a later date and reported to the Senate in the fall.

Professor Robinson said that, if the Senate approved, the Executive Committee would be prepared to respond on behalf of the Senate to the Special Committee's report on the single issue of transfer of faculty, rather than calling a special meeting of the Faculty Senate this summer. No objections were offered.

6 (a) On behalf of the Executive Committee, Professor Robinson asked for approval of the dates for the regular meetings of the Faculty Senate for the 1987-88 Session. The following dates were approved:

| | |
|--------------------|-------------------|
| May 1, 1987 | January 15, 1988 |
| September 18, 1987 | February 12, 1988 |
| October 9, 1987 | March 11, 1988 |
| November 13, 1987 | April 8, 1988 |
| December 11, 1987 | |

6

(b) Professor Robinson moved the nomination for appointment by the President of Ralph G. Steinhardt, Associate Professor of Law, as Parliamentarian of the Faculty Senate for the 1987-88 Session. The nomination was approved.

(c) Professor Robinson moved the nominations for election of Chairmen and members of Senate Standing Committees as distributed. The nominations were approved. (List of Membership of Faculty Senate Standing Committees is attached.)

(d) Professor Robinson moved the nominations for appointment by the President to the following Administrative Committees with the following correction: the nomination of Christopher H. Sterling as Chair of the Committee on University Bookstore instead of Christopher J. Deering whose name was inadvertently listed: Committee on University Bookstore: Christopher H. Sterling, Chair, Miriam V. Dow, and Melvin Reich; Committee on University Parking: Irvin J. Katz; Advisory Committee for the Charles E. Smith Center for Physical Education and Athletics: Jan Orenstein; GW Forum: A. E. Claeysens, Jr., Editor-in-Chief, T.P.G. Liverman, and Cynthia McClintock; Committee on Campus Security: Suzanne L. Simons; Committee on Public Ceremonies: Roy B. Eastin, Carol Hoare, and Bradley W. Sabelli; Committee on Coordinated Planning (for a 3-year term): Anthony M. Yezer; Joint Committee of Faculty and Students: Philip Robbins, Co-Chair, Nathan C. Garner, Robert G. Jones, Robert J. Harrington, Max Ticktin, Steven A. Tuch, and Daniel Ullman. The nominations were approved as corrected.

(e) Professor Robinson moved the nominations for appointment by the Board of Trustees to the following Committees: Trustees' Committee on Academic Affairs: Lilien F. Robinson; Trustees' Committee on Student Affairs: Philip Robbins; and Trustees' Committee on University Development: Barkley Clark. The nominations were approved.

(f) Professor Robinson moved the nominations for election by the Faculty Senate to the Panel for Student Grievance Review Committees: Oliver Alabaster, Andrew Altman, Helga Binder, Marvin S. Katzman, Richard A. Kenney; Mhairi MacDonald-Ginsburg, Paul Peyser, Joan R. Regnell, Deloris M. Saunders, and Jeanne E. Snodgrass. The nominations were approved.

6 (g) On behalf of the Executive Committee, Professor Robinson reported on the following items: (1) the action for removal of a tenured faculty member was still in the discovery stage; a second dispute involving a member of the Medical faculty against the department was still in the informal consultation stage; a nonconcurrence in the Arts and Sciences has been received and is in the preliminary exploration stage; (2) the Annual Report of the Executive Committee has been distributed without the attached list of summary of resolutions approved by the Senate during the 1986-87 Session because the Committee is awaiting the response of the President regarding administrative actions on those resolutions; (3) thanks were extended on behalf of the Faculty Senate to Professor Joan Regnell, who chaired the Faculty Recognition Luncheon in April, and to University Marshal Jones and his assistant, Daniel Buzby, for their extensive help in arranging this ceremony; and (4) outgoing Chairmen of Senate Standing Committees were asked to pass their committee files on to incoming Chairmen.

Professor Robinson requested that Annual Reports not yet turned in by Committee Chairmen be submitted as soon as possible for distribution with these minutes. She noted that the next regular meeting of the Faculty Senate was September 18, 1987, and she then wished everyone a pleasant summer.

At this point, Professor Robinson yielded the floor to Professor Yezer for a report on the plans of the Committee on Coordinated Planning. Professor Yezer reported that the Committee has produced a number of documents in draft form. One of them is a draft mission statement and the others include statements on the planning period for 1988-1993 and associated documents for implementing a planning process. He said that some of these documents would probably be going to the Executive Committee and/or the Faculty Senate, and that the Executive Committee might wish to refer some of these matters to Senate Committees for recommendations. The Committee on Coordinated Planning anticipates a planning process in which both the administrative and academic units will be asked to think about what they are going to do over a five-year period in order to come to grips with the allocation of resources; he noted that there was no single right answer on how to go about this particular process. With reference to a request from Professor Griffith to the three faculty members of the Committee to consider the issue of reactivating Faculty Senate Resolution 74/12 (which called upon all divisions of each school and college to implement their own planning committees of faculty to participate

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6 in the budgetary process), Professor Yezer said that that the members decided to wait until the Committee has some definite papers to see what the process was going to look like. Professor Yezer said that the Council of Deans has received the draft mission statement, and Vice President French added that the full set of materials would be sent to the Council on Monday and that actual distribution to departments and administrative units would take place in early June.

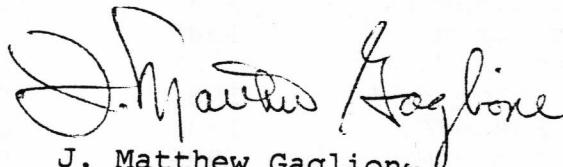
(h) The following Annual Reports were received for distribution with the minutes: Joint Committee of Faculty and Students, Physical Facilities Committee, Educational and Admissions Policy Committee, Student Financial Aid Committee, Libraries Committee, Athletics Committee, Fiscal Planning and Budgeting Committee, University Development and Resources Committee, Honors and Academic Convocations Committee, Research Committee, and Executive Committee.

7 Under Brief Statements, Vice President French recognized Professors Schiff and Craver, who offered tributes, respectively, to the following former members of the Faculty Senate who were retiring from the University: John P. Reesing, Professor of English, and Leroy S. Merrifield, Lobingier Professor of Jurisprudence and Comparative Law. (These tributes are attached and made a part of these minutes.)

Professor Deering moved that the Senate formally endorse Professor Robinson's suggestion (Item 5 above) that the Executive Committee act on behalf of the Faculty Senate during the summer by responding to the Special Committee's report on the issue of faculty transfers to SIA. The motion was seconded, and carried unanimously.

Professor George Smith announced that the Committee on the Judicial System has completed its work on the revision of the Non-Academic Student Discipline Document, which will be submitted to University legal counsel for review. After legal counsel has completed its review, the revised Document will be submitted to the Executive Committee, probably in late summer, for action by the Senate this fall.

8 Upon motion made and seconded, Vice President French adjourned the meeting at 3:15 p.m.


J. Matthew Gaglione
Secretary

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.
THE FACULTY SENATE - 1987-88 SESSION

The Faculty Senate meetings for the 1987-88 Session will be held on the second Friday of each month (exceptions: May, September, and January) as follows:

| | |
|--------------------|--|
| May 1, 1987 | January 15, 1988 |
| September 18, 1987 | February 12, 1988 |
| October 9, 1987 | March 11, 1988 |
| November 13, 1987 | April 8, 1988 |
| December 11, 1987 | The 1988-89 Session begins on May 6, 1988 |

Ex Officio Member (stated by the Faculty Organization Plan)
Elliott, Lloyd H. President

Administrative Members (stated by the Faculty Organization Plan)

French, Roderick S. Vice President for Academic Affairs

Gaglione, J. Matthew Registrar

(Appointed by the President):

| | |
|-----------------------|--|
| Barron, Jerome A. | Dean, National Law Center |
| Birnbaum, Philip S. | Dean, Administrative Affairs, The Medical Center |
| East, Maurice A. | Dean, School of Public and International Affairs |
| Kelly, Eugene W., Jr. | Dean, School of Education and Human Development |
| Liebowitz, Harold | Dean, School of Engineering and Applied Science |
| Loeser, Norma M. | Dean, School of Government and Business Administration |
| Lovett, Clara M. | Dean, Columbian College of Arts and Sciences |
| Solomon, Henry | Dean, Graduate School of Arts and Sciences |

Steinhardt, Ralph G. Parliamentarian

| Faculty Members | Term Expires | School or College |
|-------------------------|-----------------|--|
| Berkovich, Simon | 1988 | Engineering and Applied Science |
| Burks, James F. | 1989 | Columbian College |
| *Cibinic, John, Jr. | 1989 | National Law Center |
| Clark, Barkley | 1988 | National Law Center |
| Cohn, Victor H. | 1989 | Medical Center |
| Deering, Christopher J. | 1988 | Columbian College |
| Elgart, Mervyn L. | 1988 | Medical Center |
| Fox, Raymond R. | 1989 | Engineering and Applied Science |
| Garris, Charles A. | 1988 | Engineering and Applied Science |
| Grub, Phillip D. | 1989 | Government and Business Administration |
| Levy, Joseph B. | 1988 | Graduate School of Arts and Sciences |
| Malone, Paul B. | 1988 | Government and Business Administration |
| Moore, Dorothy A. | 1989 | Education and Human Development |
| Morgan, John A., Jr. | 1989 | Public and International Affairs |
| Paratore, Salvatore R. | 1988 | Education and Human Development |
| Pierpont, Howard C. | 1989 | Medical Center |
| Robbins, Philip | 1989 | Columbian College |
| Robinson, Lilien F. | 1988 | Columbian College |
| Schiff, Stefan O. | 1988 | Columbian College |
| Simons, Suzanne L. | 1988 | Columbian College |
| Smith, Arthur H. | 1988 | Columbian College |
| Smith, George W. | 1989 | Education and Human Development |
| **Sten, Christopher W. | 1989 | Columbian College |
| Tolchin, Susan J. | 1989 | Government and Business Administration |
| Yezer, Anthony M. | 1989 | Columbian College |
| Zubrow, Luize E. | 1989 | National Law Center |

*Replaced Professor David Robinson, Jr.

**Replaced Professor Peter P. Hill

Resolution in Tribute and to the Fond Memory of
Dean Arthur Edward Burns

In sorrow and fond remembrance, The George Washington University records the death, on December 15, 1986, of Dean Arthur E. Burns.

After completing his A.B. and M.A. degrees at the University of California at Berkeley, Arthur E. Burns joined The George Washington University as a Sanders Fellow in Economics in 1933. The following year he was appointed as Instructor in Economics and he was awarded the degree of Doctor of Philosophy by this University in 1935. He attained the rank of Professor of Economics in 1945.

During the last half of the 1930's, he served as an important contributor to federal economic recovery agencies and with the advent of World War II he held key positions in federal economic mobilization agencies. After the War he continued his participation in major economic policy matters by serving as advisor to the White House, international organizations, and other governments.

Arthur was awarded Emeritus status in 1974 recognizing forty-one years of notable contributions to his discipline and department. His teaching was eloquent, his research and resulting publications outstanding, and his public service notable. In addition to these accomplishments, he held major administrative positions at this University. These included serving as Dean of the School of Government from 1949 to 1957, Dean of the Graduate Council from 1957 to 1967, and Dean of the Graduate School of Arts and Sciences from 1967 until he retired in 1974. He served as Ex officio member of the Faculty Senate from 1961 to 1974.

Arthur was more than a great teacher, scholar, and administrator. He was an outstanding colleague, always providing wisdom and compassion to all.

Be it resolved, Mr. Chairman, that these remarks be included in the Minutes of this Senate meeting and a copy be sent to Dean Burn's beloved family.

A RESOLUTION CONCERNING FACULTY SALARIES (87/1)

WHEREAS, a university can be no better than its faculty; and

WHEREAS, a distinguished university must be staffed with an equally distinguished faculty; and

WHEREAS, equity and market conditions both demand that a distinguished faculty receive compensation which is commensurate with this standing; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY:

- (1) That the University make annual increments to faculty salaries designed to achieve as soon as possible, and to maintain, for all ranks an overall number one rating (80th percentile or above) on the American Association of University Professors' scale for Category I institutions;
- (2) That the University make annual increments to faculty salaries designed to achieve as soon as possible, and to maintain, for all ranks in each school and college no less than a number two rating (60th percentile or above) on the American Association of University Professors' scale for Category I institutions.

Committee on Appointment, Salary, and Promotion Policies
March 27, 1987

Adopted, May 1, 1987

Academ "The Annual Report on the Economic Status of the Profession, 1986-1987". (I.U.P.)

Rating Symbols: 1# = 95%; /e; 1 = 80; 2 = 60; 3 = 40; 4 = 20.

March - April

CATEGORY I Schools only

| 2 3 4 5 6 7 8 9 10 11 12 13 14 15 | 16 17 18 19 20 21 22 23 24 25 26 27 | Salary | RATING | Number of Faculty | % |
|--|-------------------------------------|---------------------------|---------------------|---------------------|---------------------|
| (Private, Public, etc) | Prof Assoc Asst Ins | Prof Assoc Asst Ins Total | Prof Assoc Asst Ins | Prof Assoc Asst Ins | Prof Assoc Asst Ins |
| PAUP Level 1 | 55.9 39.4 32.9 25.8 | 55.9 39.4 32.9 25.8 | N N N N | 5625030155 | 5625030155 |
| Level 1 2 | 50.3 37.0 30.6 23.8 | 50.3 37.0 30.6 23.8 | N N N N | 5585319253 | 5585319253 |
| Independent Only Average | 56.9 38.2 32.0 24.9 | 56.9 38.2 32.0 24.9 | N N N N | 5655226202 | 5655226202 |
| George Washington Univ. | 52.6 37.9 29.9 21.6 | 52.6 37.9 29.9 21.6 | 2234280168 | 85 29 5625030155 | 85 29 5625030155 |
| Johns HOPKINS | 59.8 40.5 33.5 26.8 | 59.8 40.5 33.5 26.8 | 1122296107138 | 17 5585319253 | 17 5585319253 |
| Yale | 57.9 40.2 32.0 31.7 | 57.9 40.2 32.0 31.7 | 1122291196115 | 13 5655226202 | 13 5655226202 |
| Princeton | 63.9 40.1 31.0 26.2 | 63.9 40.1 31.0 26.2 | 112134648194 | 17 605578323 | 17 605578323 |
| Univ. of Chicago | 59.4 39.0 34.0 24.5 | 59.4 39.0 34.0 24.5 | 1212438174140 | 33 7855622184 | 33 7855622184 |
| Tufts | 68.9 51.9 42.1 — | 68.9 51.9 42.1 — | 1111512127156 | — 795641620 | — 795641620 |
| Northwestern | 56.7 38.4 34.4 — | 56.7 38.4 34.4 — | 121413223180 | — 816512722 | — 816512722 |
| Columbia | 61.5 43.7 33.3 — | 61.5 43.7 33.3 — | 111459130252 | — 841551530 | — 841551530 |
| Harvard | 69.7 36.9 34.0 19.8 | 69.7 36.9 34.0 19.8 | 1315530152269 | 24 9755416282 | 24 9755416282 |
| MIT | 62.4 43.9 35.7 25.9 | 62.4 43.9 35.7 25.9 | 1111550208177 | 40 9755721184 | 40 9755721184 |
| Univ. of Penn. | 59.6 43.3 35.8 — | 59.6 43.3 35.8 — | 1111512245243 | — 1000512524 | — 1000512524 |
| NYU | 59.1 40.4 34.5 25.2 | 59.1 40.4 34.5 25.2 | 11112510339232 | 5911404530205 | 5911404530205 |
| Carnegie-Mellon | 60.1 40.8 36.1 35.7 | 60.1 40.8 36.1 35.7 | 1111205138122 | 9 4744329262 | 9 4744329262 |
| Georgetown | 60.9 41.7 29.6 25.5 | 60.9 41.7 29.6 25.5 | 11132162163149 | 34 5083232297 | 34 5083232297 |
| Notre Dame | 56.0 40.6 33.7 32.2 | 56.0 40.6 33.7 32.2 | 1111219175162 | 13 5693831292 | 13 5693831292 |
| U. of So. Calif | 57.7 41.3 33.3 29.8 | 57.7 41.3 33.3 29.8 | 1111412406319 | 26 11633635272 | 26 11633635272 |
| rand J. Eis | 52.4 37.8 29.5 — | 52.4 37.8 29.5 — | 2231477667 | — 290512623 | — 290512623 |
| 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 | | | | | |

To Reach Level I

$$\begin{aligned}
 \text{Prof} (\$3300)(280) &= \$924,000 \\
 \text{Assoc} (\$1500)(168) &= 252,000 \\
 \text{Ass't} (\$3000)(55) &= 255,000 \\
 \text{Inst} (\$4200)(24) &= 121,800 \\
 \\
 &\quad \$1,552,800
 \end{aligned}$$

Approx \$1.6 Mil.

A. D. K. RSCH'S
Copy
prepared
4/14/87
ADK

PROF. 1986-87

Category I Schools.

| AAUP Percentile | (100-) | (94-) | (79-) | (54-) | (39-) |
|--------------------|--------|-------|-------|-------|-------|
| Rank | 1* | 1 | 2 | 3 | 4 |
| \$ | 62.4 | 55.9 | 50.3 | 46.7 | 42.8 |

N'

| | | | |
|------------|------|----|-----|
| G.W.U. | 52.6 | 2 | 280 |
| N.Y.U. LAW | 76.4 | 1* | 31 |
| E.T.A.S. | 58.7 | 1 | 52 |
| S.G.B.A. | 49.6 | 3 | 36 |
| S.P.I.A. | 47.1 | 3 | 8 |
| Col. Col. | 46.5 | 4 | 119 |
| Ed. & H.D. | 42.4 | 4 | 28 |

Private Independent Average 56.9

Of the 43 Independent plus 12 church related, G.W.U. Ranks 27/55 in salary and 34/55 in compensation.

ASSOC. PROF. 1986-87

Category I Schools.

| AAUP Percentile | (100-) | (94-) | (79-) | (54-) | (39-) |
|--------------------|--------|-------|-------|-------|-------|
| Rank | 1* | 1 | 2 | 3 | 4 |
| \$ | 42.8 | 39.4 | 37.0 | 35.3 | 32.5 |

N'

| | | | |
|------------|------|----|-----|
| G.W.U. | 37.9 | 2 | 169 |
| N.Y.U. LAW | 54.7 | 1* | 9 |
| E.T.A.S. | 42.3 | 1 | 14 |
| S.G.B.H. | 41.1 | 1 | 38 |
| S.P.I.A. | 37.5 | 2 | 3 |
| Col. Col. | 34.7 | 4 | 88 |
| Ed. & H.D. | 34.1 | 4 | 11 |

Private Independent Average 38.8

Of the 43 Independent plus 12 church related, G.W.U. Ranks 39/55 in salary and 32/55 in compensation.

ADK
4/29/87

Ass't. Prof 1986-87 Category I Schools.

| AAUP Percentile | (100 -) 95 | (94 -) 80 | (79 -) 60 | (59 -) 40 | (39 -) 20 | under 20 |
|--------------------|----------------|---------------|---------------|---------------|---------------|-------------|
| Rank | 1* | 1 | 2 | 3 | 4 | 5 |
| % | 35.7 | 32.9 | 30.6 | 29.3 | 27.8 | Below |
| G.W.U. | 29.9 | 3 | | | | 85 |
| N.Y.U. LAW | - | - | | | | - 0 - |
| E.T.A.S. | 38.0 | 1* | | | | 3 |
| S.G.B.H. | 38.3 | 1* | | | | 15 |
| S.P.I.A. | - | - | | | | - 0 - |
| Col. Col. | 27.5 | 5 | | | | 58 |
| Ed. & H.D. | 27.6 | 5 | | | | 6 |

Private Independent Average 32.0

of the 43 independent plus 12 church related, G.W.U. ranks
 38/55 in salary and 36/55 in compensation.

AOK
4/29/87

Academe "Annual Report 1986-1987." A. A. U. P. March-April 1987

TABLE 3

Weighted Average Salary and Average Compensation, by Category, Affiliation, and Academic Rank, 1986-87

| Academic Rank | All Combined | Public | Private Independent | Church-Related | All Combined | Public | Private Independent | Church-Related |
|-------------------|---------------|---------------|---------------------|----------------|---------------|---------------|---------------------|----------------|
| SALARY | | | | | COMPENSATION | | | |
| CATEGORY I | | | | | | | | |
| Professor | 50,500 | 48,740 | 56,900 | 51,120 | 61,130 | 58,720 | 69,780 | 62,440 |
| Associate Prof. | 36,210 | 35,590 | 38,820 | 37,440 | 44,350 | 43,410 | 48,250 | 46,200 |
| Assistant Prof. | 30,360 | 29,930 | 32,040 | 30,490 | 37,070 | 36,580 | 39,080 | 36,790 |
| Instructor | 22,130 | 21,440 | 24,890 | 26,260 | 27,130 | 26,340 | 30,450 | 31,260 |
| Lecturer | <u>26,090</u> | <u>26,060</u> | <u>26,650</u> | <u>24,310</u> | <u>32,110</u> | <u>32,180</u> | <u>32,470</u> | <u>29,190</u> |
| All Ranks | 39,800 | 38,670 | 44,620 | 39,030 | 48,430 | 46,910 | 54,830 | 47,660 |

TABLE 6

Percentiles of the Distributions of Institutions by Average Salary and Average Compensation, 1986-87 (Rounded to Nearest \$100)

| Rating ¹ | 1* | 1 | 2 | 3 | 4 | 1* | 1 | 2 | 3 | 4 |
|---------------------|------|------|------|------|--------------|------|------|------|------|------|
| Percentile | 95 | 80 | 60 | 40 | 20 | 95 | 80 | 60 | 40 | 20 |
| SALARY | | | | | COMPENSATION | | | | | |
| CATEGORY I | | | | | | | | | | |
| Professor | 62,4 | 55,9 | 50,3 | 46,7 | 42,8 | 77,3 | 68,4 | 61,7 | 56,3 | 51,3 |
| Associate | 42,8 | 39,4 | 37,0 | 35,3 | 32,5 | 53,4 | 48,3 | 45,5 | 43,0 | 39,3 |
| Assistant | 35,7 | 32,9 | 30,6 | 29,3 | 27,8 | 43,6 | 40,0 | 37,4 | 35,6 | 33,6 |
| Instructor | 29,3 | 25,8 | 23,8 | 22,4 | 20,5 | 35,3 | 31,6 | 29,4 | 27,6 | 24,8 |

1986-87

AVERAGE SALARY AND COMPENSATION FOR REQUESTING AND SELECTED SCHOOLS

AVERAGE SALARY

AVERAGE COMPENSATION

| INSTITUTION | PROF | ASST | ASST | INST | ALL* | OVERALL** | PROF | ASST | ASST | INST | ALL* | OVERALL** |
|-------------------------------|-------|-------|-------|-------|-------|-----------|-------|-------|-------|-------|-------|-----------|
| George Washington University | 52551 | 37917 | 29909 | 21588 | 43154 | 43154 | 62927 | 46281 | 36871 | 26998 | 52156 | 52156 |
| Stanford University | 67243 | 46790 | 36658 | 0 | 57974 | 55919 | 77793 | 54251 | 41673 | 0 | 66945 | 64613 |
| Univ. of Southern California | 57553 | 41320 | 33251 | 29781 | 44512 | 47642 | 70856 | 52524 | 42438 | 37072 | 55745 | 59334 |
| Golden Gate University | 48436 | 40104 | 33929 | 0 | 41267 | 43496 | 56135 | 47727 | 40515 | 0 | 48544 | 50994 |
| California Inst. of Tech. | 65828 | 47839 | 38328 | 0 | 59573 | 55868 | 80743 | 57956 | 47157 | 0 | 72894 | 68204 |
| Yale University | 63578 | 38321 | 30153 | 28093 | 47902 | 49141 | 76729 | 45921 | 35946 | 32285 | 57544 | 59058 |
| Georgetown University | 60942 | 41677 | 29572 | 25526 | 43189 | 48611 | 74625 | 52178 | 36846 | 31258 | 53440 | 53963 |
| American University | 43904 | 36946 | 31047 | 25606 | 41209 | 41925 | 60508 | 45353 | 36436 | 28803 | 45771 | 50701 |
| Howard University | 44150 | 33157 | 27514 | 23418 | 33331 | 37278 | 52326 | 39818 | 33153 | 28380 | 39889 | 44452 |
| Catholic University | 44672 | 32664 | 27345 | 24518 | 34188 | 37422 | 53159 | 38757 | 31725 | 27426 | 40325 | 44284 |
| University of Miami | 48797 | 36028 | 28950 | 24257 | 38645 | 40712 | 60091 | 44184 | 34314 | 28415 | 47148 | 49803 |
| Illinois Institute of Tech. | 48374 | 36601 | 30736 | 18336 | 36950 | 40637 | 57664 | 43979 | 38313 | 21941 | 44534 | 48803 |
| University of Chicago | 59396 | 39003 | 33951 | 24470 | 48870 | 47549 | 72285 | 47467 | 41318 | 29779 | 59475 | 57989 |
| Northwestern University | 56662 | 38358 | 34439 | 0 | 46758 | 47349 | 68365 | 46798 | 40267 | 0 | 56273 | 57086 |
| Loyola Univ. of Chicago | 47657 | 36995 | 29647 | 29300 | 37503 | 40799 | 56666 | 44633 | 36088 | 35109 | 45095 | 48844 |
| University of Notre Dame | 56024 | 40614 | 33736 | 32192 | 44394 | 46817 | 68405 | 49832 | 40141 | 38178 | 53955 | 57018 |
| Tulane University | 48336 | 36166 | 29687 | 20350 | 38603 | 40433 | 61289 | 44801 | 35189 | 24430 | 47916 | 50511 |
| Johns Hopkins University | 59803 | 40510 | 33461 | 26771 | 46393 | 48347 | 70051 | 48880 | 39411 | 31336 | 54678 | 57091 |
| Massachusetts Inst. of Tech. | 62401 | 43936 | 35654 | 25898 | 51194 | 50952 | 77954 | 55278 | 45437 | 34226 | 64256 | 64001 |
| Harvard University | 69665 | 36921 | 34043 | 19782 | 53323 | 51915 | 84148 | 44597 | 41120 | 23895 | 63201 | 62706 |
| Tufts University | 51190 | 38111 | 32094 | 0 | 40314 | 44022 | 63154 | 46843 | 39241 | 0 | 49560 | 54199 |
| Boston College | 51949 | 38586 | 31502 | 27571 | 39650 | 43604 | 64002 | 48509 | 38175 | 31915 | 49038 | 53809 |
| Brandeis University | 52426 | 37753 | 29506 | 27167 | 41831 | 43270 | 63838 | 47209 | 34532 | 30366 | 50776 | 52734 |
| Northeastern University | 49545 | 37684 | 31765 | 22248 | 39027 | 41962 | 61953 | 48736 | 39397 | 29042 | 43411 | 52363 |
| University of Detroit | 37422 | 33175 | 27242 | 19595 | 32270 | 33693 | 45735 | 40854 | 33883 | 24750 | 39749 | 41401 |
| Washington University | 51186 | 37105 | 29671 | 21241 | 42215 | 42178 | 62198 | 44891 | 35270 | 25625 | 51069 | 51064 |
| Saint Louis Univ.-Main | 45051 | 32735 | 27412 | 23333 | 35822 | 37581 | 51968 | 38123 | 31671 | 27322 | 41482 | 43488 |
| Princeton Theol. Seminary | 52500 | 45675 | 33075 | 25200 | 44481 | 46113 | 73649 | 65186 | 43233 | 33789 | 61500 | 64463 |
| Princeton University | 63434 | 40143 | 30954 | 26175 | 48902 | 49637 | 77393 | 48286 | 37303 | 29451 | 59347 | 60155 |
| Drew University | 43748 | 32944 | 26173 | 22808 | 35967 | 36780 | 55096 | 41262 | 33660 | 28202 | 45302 | 46331 |
| Syracuse University | 46838 | 33839 | 28221 | 24850 | 37653 | 39002 | 60239 | 43880 | 36171 | 33058 | 48558 | 50306 |
| Columbia University | 61524 | 43687 | 33280 | 26875 | 48484 | 50132 | 79023 | 53395 | 39874 | 32275 | 60929 | 63029 |
| Columbia U.-Teachers College | 50532 | 37951 | 28715 | 20500 | 41547 | 41922 | 65190 | 47962 | 35425 | 25446 | 52984 | 53488 |
| Hofstra University | 49116 | 38618 | 31617 | 28828 | 39200 | 42166 | 60197 | 46798 | 37764 | 33953 | 47634 | 51444 |
| Rensselaer Polytechnic Inst. | 55807 | 40286 | 34592 | 0 | 46707 | 47532 | 67180 | 49741 | 41486 | 0 | 56560 | 57586 |
| Cornell Univ.-Endowed Colls. | 56578 | 40701 | 32447 | 25420 | 45910 | 46574 | 68867 | 49620 | 39144 | 28611 | 55630 | 56541 |
| Cornell Univ.-Statutory Colls | 50064 | 38660 | 31830 | 25805 | 40685 | 42645 | 67129 | 51238 | 41372 | 33495 | 54039 | 56747 |
| Rockefeller University | 74419 | 42807 | 28898 | 25324 | 38216 | 55551 | 95336 | 54465 | 35578 | 30822 | 47916 | 70751 |
| New York University | 59098 | 40406 | 34519 | 25233 | 46053 | 48045 | 73437 | 51089 | 43641 | 31865 | 57672 | 60105 |
| Fordham University | 52575 | 39408 | 29932 | 26850 | 40176 | 43887 | 62631 | 47410 | 36448 | 32240 | 48268 | 52552 |
| University of Rochester | 54289 | 39299 | 31740 | 23807 | 43049 | 44825 | 66025 | 48139 | 38766 | 29981 | 52520 | 54696 |
| Duke University | 57444 | 40166 | 31995 | 31715 | 47208 | 47103 | 70240 | 49391 | 37634 | 35385 | 57414 | 57278 |
| Case Western Reserve Univ. | 51229 | 36619 | 31081 | 22519 | 39725 | 42333 | 63484 | 46243 | 39382 | 28035 | 49726 | 52856 |
| Drexel University | 50554 | 36133 | 31853 | 25383 | 38842 | 42116 | 62270 | 45008 | 38639 | 31559 | 47683 | 51951 |
| Bryn Mawr College | 44058 | 35389 | 26643 | 20570 | 35134 | 37621 | 54065 | 43318 | 32727 | 22740 | 42899 | 46009 |
| Carnegie-Mellon University | 60144 | 40767 | 36061 | 35733 | 47841 | 49450 | 73811 | 50125 | 43753 | 42740 | 58589 | 60581 |
| Lehigh University | 50754 | 37313 | 30760 | 33085 | 43143 | 42800 | 66289 | 48212 | 38438 | 38872 | 55759 | 55258 |
| University of Pennsylvania | 59561 | 43301 | 35801 | 27000 | 49740 | 49426 | 73559 | 57049 | 42493 | 31367 | 61877 | 61748 |
| Brown University | 53268 | 36654 | 30430 | 26000 | 44697 | 43440 | 65852 | 44920 | 36935 | 29576 | 55006 | 53349 |
| Vanderbilt University | 54678 | 37718 | 29893 | 29378 | 41534 | 44554 | 66179 | 47311 | 37429 | 35119 | 51080 | 54588 |
| Texas Christian University | 47296 | 35644 | 30080 | 26396 | 36362 | 40130 | 57014 | 43664 | 36155 | 31696 | 43963 | 48562 |
| Rice University | 55871 | 39292 | 31820 | 22875 | 46323 | 45575 | 65691 | 46028 | 37045 | 27577 | 54376 | 53514 |
| Baylor University | 46027 | 36266 | 29907 | 23533 | 34906 | 39510 | 58312 | 45880 | 37443 | 30046 | 43772 | 49981 |
| Southern Methodist Univ. | 54829 | 37228 | 31344 | 21286 | 40730 | 44285 | 67942 | 46055 | 37467 | 28249 | 50021 | 54742 |
| Marquette University | 49293 | 36863 | 30786 | 0 | 37112 | 42424 | 61723 | 46245 | 37309 | 0 | 45987 | 52354 |

SELECTED SCHOOLS AVERAGE

56249 38538 31752 25287 43682 45652

68984 47852 38647 30736 53637 56105

A RESOLUTION TO CHANGE THE NAME OF THE SENATE COMMITTEE ON
UNIVERSITY DEVELOPMENT AND RESOURCES TO THE SENATE COMMITTEE
ON FACULTY DEVELOPMENT AND RESOURCES (87/2)

WHEREAS, the history of the University Committee on Development and Resources indicates a lack of clear focus with respect to its perceived goals; and

WHEREAS, many past emphases appear to overlap those of other Senate committees, university offices and special programs; and

WHEREAS, there is already a good deal of faculty attention towards general university development and relatively less emphasis on examining faculty problem areas; and

WHEREAS, more concentrated attention to University-wide commitment of resources to faculty development appears to be a desirable goal; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

- (1) That the Bylaws of the Faculty Senate, Section 10, Standing Committees, be modified to rename the Committee on University Development and Resources to the Committee on Faculty Development and Resources; and
- (2) That the renamed Committee be asked to develop during the coming year, in consultation with the Executive Committee, a clear statement of charge.

Senate Committee on University Development and Resources
April 9, 1987

Postponed May 1, 1987, to the next regular meeting of the Faculty Senate, September 18, 1987

FACULTY SENATE COMMITTEES
1987-88 Session

STANDING COMMITTEE CHAIRMEN*

1. ADMINISTRATIVE MATTERS AS THEY AFFECT THE FACULTY - Professor James F. Burks
2. APPOINTMENT, SALARY, AND PROMOTION POLICIES - Professor Stefan O. Schiff
3. ATHLETICS - Professor Salvatore R. Paratore
4. EDUCATIONAL AND ADMISSIONS POLICY - Professor Joseph B. Levy
5. FISCAL PLANNING AND BUDGETING - Professor Barkley Clark
6. HONORS AND ACADEMIC CONVOCATIONS - Professor Paul B. Malone
7. LIBRARIES - Professor Phillip D. Grub
8. PHYSICAL FACILITIES - Professor Victor H. Cohn
9. PROFESSIONAL ETHICS AND ACADEMIC FREEDOM - Professor John A. Morgan, Jr.
10. RESEARCH - Professor Charles A. Garris
11. STUDENT FINANCIAL AID - Professor Christopher J. Deering
12. UNIVERSITY DEVELOPMENT AND RESOURCES - Professor Suzanne L. Simons
13. UNIVERSITY AND URBAN AFFAIRS - Professor Arthur H. Smith
14. JOINT COMMITTEE OF FACULTY AND STUDENTS - Professor Philip Robbins
(Faculty Co-Chair)

*Members of the Senate

MEMBERS OF THE FACULTY SENATE COMMITTEES
1987-88 Session

Executive Committee

| | | |
|----------------|--|-----------|
| AcadCen A-101A | Lilien F. Robinson, Chairman, Art (CCAS) | 7094 |
| AcadCen T-703A | Raymond R. Fox, Engineering (SEAS) | 6749/6915 |
| Samson 316 | Joseph B. Levy, Chemistry (GSAS) | 6483 |
| MFA 801F | Howard C. Pierpont, Surgery (Medical) | 4009 |
| Funger 512 | George W. Smith, Education (SEHD) | 6676 |
| Monroe 302E | Susan J. Tolchin, Public Admin. (SGBA) | 7019 |
| LLibr 508 | Luize E. Zubrow, Law (Law) | 3958 |
| Rice-8th Fl. | Lloyd H. Elliott, President, ex officio | 6500 |

Administrative Matters as
They Affect the Faculty

*Chairman: Burks, James F., Romance Languages
Brewer, Diane M., Speech & Hearing
Fife, Jonathan D., Education
Lilliefors, Hubert W., Statistics
Mastro, Anthony J., Accounting
Quitslund, Sonya A., Religion
Silver, Sylvia, Pathology

ex officio:

Birnbaum, Philip S., Dean of the
Medical Center for Administrative Affairs
Lange, Carl J., Vice President for
Administration and Research

Appointment, Salary, and Promotion
Policies (including Fringe Benefits)

*Chairman: Schiff, Stefan O., Biology
Allman, Robert M., Radiology
Belin, Michael, Ophthalmology
Bowling, Lloyd S., Speech & Hearing
Dow, Miriam V., English
Hill, Peter P., History
Katz, Irving J., Mathematics
Kirsch, Arthur D., Statistics
Shane, Presson S., Engineering Admin.
Siegel, Frederic R., Geology

ex officio:

French, Roderick S., Vice President for
Academic Affairs
Johnson, William D., Provost
Lange, Carl J., Vice President for
Administration and Research

*Member of the Senate

Members of the Faculty Senate Committees - p. 2

Athletics

*Chairman: Paratore, Salvatore R., Educ.
Bowles, L. Thompson, Surgery
Caress, Edward A., Chemistry
Courtless, Thomas F., Sociology/Law
*Deering, Christopher J., Political Sci.
Linebaugh, Craig W., Speech & Hearing
Paup, Donald C., HKLS
Rowley, David A., Chemistry
Schechter, Roger E., Law
Snodgrass, Jeanne E., HKLS
Weintraub, Herbert D., Anesthesiology
Wilkinson, David, Pathology
ex officio:
Bilsky, Steven, Director of Men's Athletics
George, Lynn H., Director of Women's
Athletics
Phelps, Marianne R., Associate Provost

Educational and Admissions Policy

*Chairman: Levy, Joseph B., Chemistry
Bowles, L. Thompson, Surgery
Claeyssens, Astere E., English
Davis, Herbert J., Business Admin.
Greenberg, Joseph A., Education
Klubes, Philip, Pharmacology
Kwon, Nancy J., Anesthesiology
Meltzer, Arnold C., EECS
Stein, Walter A., HCS
Taragin, Morton F., Physics
Tollo, Richard P., Geology
ex officio:
French, Roderick S., Vice President for
Academic Affairs
Stoner, George W.G., Director of Admissions

Fiscal Planning and Budgeting

*Chairman: Clark, Barkley, Law
Bradley, Michael D., Economics
Davis, David O., Radiology
Grier, David A., Statistics
Waters, Robert C., Engineering Admin.
Wise, Jarrett M., HCS
*Yezer, Anthony M., Economics
ex officio:
Birnbaum, Philip S., Dean of the
Medical Center for Administrative Affairs
Johnson, William D., Provost
Phelps, Marianne R., Associate Provost
Shoup, Robert D., Director of the Budget

*Member of the Senate

Members of the Faculty Senate Committees - p. 3

Honors and Academic Convocations

*Chairman: Malone, Paul B., Business Admin.
*Grub, Phillip D., Business Admin.
Gordon, Marvin F., Geography
Lingo, Jane T., News and Public Affairs
Tidball, M. Elizabeth, Physiology
Wells, Elizabeth F., Biology
ex officio:
French, Roderick S., Vice President for
Academic Affairs
Gaglione, J. Matthew, Registrar
Jones, Robert G., University Marshal

Libraries

*Chairman: Grub, Phillip D., Business Admin.
Johnson, Nancy D., Theatre & Dance
Kennedy, R. Emmett, History
King, James C., Germanic Languages
King, Michael M., Chemistry
Lowe, John C., Geography
Poppen, Paul J., Psychology
Reeves, Philip N., HSA
Thibault, Jean-Francois, Romance Languages
*Tolchin, Susan J., Public Administration
ex officio
Bader, Shelley, Director, Medical Library
Caress, Edward A., Assistant Dean of the
Graduate School of Arts and Sciences
Head, Anita K., Librarian, Law Library
Rogers, Sharon J., University Librarian

Physical Facilities

*Chairman: Cohn, Victor, Pharmacology
Brown, James M., Law
Greene, Sherwin, Urban & Regional Planning
O'Rear, Charles E., Forensic Sciences
Sabelli, Bradley W., Theatre & Dance
Stephens, George C., Geology
Toridis, Theodore G., CMEE/SEAS
ex officio:
Dickman, Robert E., Asst. Treasurer for
Facilities
Diehl, Charles E., Vice President and
Treasurer
Runyon, Donald A., Assistant Treasurer for
Business and Procurement Affairs

Members of the Faculty Senate Committees - p. 4

Professional Ethics and Academic Freedom

*Chairman: Morgan, John A., Jr., Political Sci.
Cohn, Victor, Pharmacology
Curtis, David J., Radiology
Darr, Kurt J., HSA
Fortner, Robert, Communications
Gastwirth, Joseph L., Statistics
Gilmore, Charles M., SEAS
Kaiser, Paula R., (Emeritus), Anesthesiology
Lobuts, John F., Management Science
*Pierpont, Howard C., Surgery
Plotz, Judith A., English
Robinson, David, Law
Shepherd, Charles C., Jr., Business Admin.
Yeide, Harry E., Religion
ex officio
Lovett, Clara M., Dean, Columbian College
of Arts and Sciences

Research

*Chairman: Garris, Charles A., CMEE
Affronti, Lewis F., Microbiology
Baginsky, Frank, Mathematics
Barnard, Neal, Psychiatry
Bergmann, Otto, Physics
Junghenn, Hugo D., Mathematics
Koike, Yasuro, Physics
Lewis, John F., Geology
Marlow, William H., Operations Research
Shotel, Jay R., Special Education
Sten, Christopher W., English
ex officio:
French, Roderick S., Vice President for
Academic Affairs
Lange, Carl J., Vice President for
Administration and Research
Solomon, Henry, Dean, Graduate School of
Arts and Sciences

Student Financial Aid

*Chairman: Deering, Christopher J., Political Sci.
Hollinshead, Ariel C., Medicine
Lenn, D. Jeffrey, Business Administration
Huve, Gerard P., Romance Languages
Khatcheressian, Norayr, Physics
Sarkani, Shahram, CMEE
ex officio:
Baker, Vicki J., Director of Student
Financial Aid, Assistant Treasurer
Diehl, Charles E., Vice President and
Treasurer
Stoner, George W.G., Director of
Admissions

University Development and Resources

*Chairman: Simons, Suzanne L., Anthropology
Becker, William, History
Lappas, Nicholas T., Forensic Sciences
Scott, James, Medicine
Seavey, Ormond, English
Wade, Alan G., Communication and Theatre
ex officio:
Taylor, David, Acting Director
of News and Public Affairs
Worth, Michael J., Vice President
for Development

University and Urban Affairs

*Chairman: Smith, Arthur H., Art
Gale, Dennis E., Urban & Regional Planning
Lingo, Jane T., News & Public Affairs
Nashman, Honey W., HKLS/SEHD
Shaffer, Michael J., Anesthesiology
Smith, Jeffrey P., Emergency Medicine
Tropea, Joseph L., Sociology
ex officio:
Diehl, Charles E., Vice President
and Treasurer

The following committee is not a standing
committee of the Faculty Senate but is
listed for your information:

Joint Committee of Faculty and Students

Faculty Members:

*Co-Chairperson: Robbins, Philip, Journalism
Garner, Nathan C., Communication and Theatre
Jones, Robert G., Religion
Harrington, Robert J., EECS
Ticktin, Max, Classics and Judaic Studies
Tuch, Steven A., Sociology
Ullman, Daniel, Mathematics

Student Members:

(Co-Chairperson and students to be elected)

ex officio:

Beil, Cheryl, Asst. Dean of Students
Derricotte, Claudia J., Director of
Student Activities
Lovett, Clara M., Dean, Columbian College
of Arts and Sciences
Smith, William P., Jr., Vice President for
Student Affairs

1986-87 Annual Report of the Joint Committee of Faculty and Students

The Joint Committee met in full session five times during the academic year, 1986-87.

1. The Joint Committee Resolution in support of the visual and performing arts (now Senate Resolution 86-2) was adopted by the Faculty Senate on May 2, 1986. During that same meeting, the Joint Committee Resolution on Advising/Registration (Senate Resolution 86-3) was referred to the Educational and Admissions Policy Committee of the Senate.

2. Under old business, the Joint Committee discussed graduate student concerns. Data concerning issues of importance to graduate students should be available next year from the Student Association which plans to survey this group. The Joint Committee will review the results of this survey when it is complete.

3. Proposals to reorganize and find alternate means of funding the Student Association's Academic Evaluation were discussed through the year. No formal action was required by the Joint Committee since the Student Association found the means to accomplish the project; however, Professor Schiff advised the Faculty Senate at its March 13 meeting that the evaluation was forthcoming, and urged faculty to cooperate in this evaluation in the spirit of Senate Resolution 77/8 which endorses in principle academic evaluation efforts for that year.

4. The Joint Committee was briefed by the Assistant Dean of Students on results obtained by the Retention Project, which surveyed student opinion from the class of 1988.

5. The Committee informally discussed the desirability of encouraging more faculty to participate in commencement activities and reviewed ways in which such participation is encouraged in the various schools and colleges.

6. The advertising and nomination procedure for the 11th annual GW Awards was implemented, and the Selection Committee chosen by the Joint Committee recommended that six individuals receive these Awards at the May Commencements.

Stefan O. Schiff

Stefan O. Schiff
Faculty Co-Chair

Stefan O. Schiff (Co-Chair)
Helga Binder
Peter O. Bock
Roy J. Guenther
Robert G. Jones
Marvin S. Katzman
Harry E. Yeide
Scott Sherman (Co-Chair)
Jeff Cohen
Tom Fitzpatrick
Ann-Rivers Forcke
Chris Long
Mike Rubin
Phil Sobocinski

Ex officio, non-voting:

Cheryl Beil
Claudia Derricotte
Clara M. Lovett
William P. Smith, Jr.

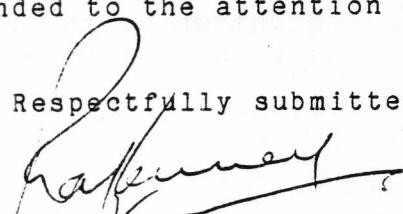
Adam Freedman
James McKnight
Jim Peskin
Richard Stiffel
Andrea Winters

Final Report of the Faculty Senate Committee
on Physical Facilities for the
1986-87 Academic Year

1. The committee has met on a monthly basis through the summer and the academic year now ending.
2. The work of the committee has fallen into three categories, receipt of reports, matters referred to the committee and initiatives.
3. The committee has received regular reports and provided input to several projects, most notably the rehabilitation of the University Yard and the development of the Campus Plan.
4. The committee has responded by memorandum to items arising from the Report on the Commission for the Year 2000. It has participated in an effort to enhance and maintain our teaching spaces by the development of an improved reporting procedure (ongoing). The committee is currently charged, jointly with the Committee on Libraries, with a study of the adequacy of study space. The committee has studied and commented upon problems of vehicular flow on campus.
5. The committee has developed initiatives directed towards the expression of a GW image through the physical facilities of the campus. These efforts, none of which have come to fruition in this year, include:
 - i. the preparation of a projection plan of the campus for use in several of the university's publications.
 - ii. the development of a brochure for a self-guided walking tour of the campus highlighting significant buildings.
 - iii. the development of a proposal for a design competition to encourage faculty, students, alumni and friends in the exercise of imagination of a GW symbol.

These ongoing projects are commended to the attention of the incoming committee.

Respectfully submitted


R. A. Kenney, Chairman
on behalf of the Committee

Members: Brown, James M.
Greene, Sherwin
Morin, Paul R.
Perros, Theodore
Toridis, Theodore
Robeins, Keith
Diehl, Charles E.

Gordon, Marvin F.
Miller, Lenore
Perlin, Seymour
Stephens, George
Goldstein, Jeff
Dickman, Robert E.
Runyon, Donald A.

ANNUAL REPORT OF THE EDUCATION AND ADMISSIONS
POLICIES COMMITTEE
1986-87 SESSION

The Education and Admissions Policies Committee met seven times during the 1986-87 academic year. Two resolutions were presented to the Senate as a result of the Committee's work. Senate Resolution (86/6) "A Resolution Regarding Retention of Graded Exams and Papers Not Returned to Students" was presented to the Senate at the January 16, 1987 meeting and was passed. Senate Resolution (86/9) "A Resolution Recommending Changes in the University Grading System" was presented to the Senate at the March 13, 1987 meeting and was passed.

On Feb. 19, 1987, the Committee meeting consisted of a forum on the proposed SPIA reorganization. Presentations were made by Professor R. Dunn for the Economics Department, Professor W. Johnson for the History Department, Professor H. LeBlanc for the Political Science Department, Dean C. Lovett of CCAS and Dean M. East of SIA. Vice President French also made some remarks.

The Committee devoted some time to the questions of problems associated with advising and to the academic calendar. Both of these items will be considered further in the coming academic year. The Committee also heard Carol Holden, Dean of the Division of Continuing Education on the activities and plans of that division.

Respectfully Submitted,

Joseph B. Levy

Joseph B. Levy, Chairman

MEMBERS OF THE COMMITTEE

Robert G. Brown, Sociology
Herbert J. Davis, Business Administration
J. Matthew Gaglione, Registrar
Charles M. Gilmore, CMEE
Joseph A. Greenberg, Education
Philip Klubes, Pharmacology
Sara Lowenstein, student
Richard F. Southby, HSA
Walter A. Stein, Health Care Sciences
Richard Stifel, Student
Morton F. Taragin, Physics
Richard P. Tollo, Geology
Patience H. White, Medicine
Captain Gordon E. Fisher, Naval Science Dept. NROTC
Roderick S. French (Ex Officio) Vice President for Academic Affairs
George W. G. Stoner (Ex Officio) Director of Admissions

The George Washington University
Committee on Student Financial Aid
Annual Report: 1986-87

The Committee on Student Financial Aid met on March 3, 1987.

The primary item of business at the March 3 meeting was consideration of adjustments in the criteria for award of GWU grants. Those adjustments, as recommended by the Office of Student Financial Aid, were found acceptable by the committee and communicated to the Vice President for Academic Affairs in the form of a committee resolution. The resolution read as follows:

The Committee on Student Financial Aid endorses a change in the award criteria for the GWU Grant from a combined 1050 score on the SAT (minimum 500 verbal) and a B average in academic high school subjects, to a combined 1000 score on the SAT (with a minimum 500 verbal) and a B average in academic high school subjects.

The effect of the change is to broaden the eligible pool of GWU Grant recipients now that the Grant program has been fully funded. The committee's resolution was received by the Vice President for Academic Affairs and approved.

The Committee also received the following:

1. A copy of a report, "Financial Aid Update", prepared by the Office of Student Financial Aid for the Council of Deans.
2. A preliminary report from Vice President for Academic Affairs French on the activities of the task force on graduate student support.

The Committee's agenda for the next academic year shall include the following items:

1. Further consideration of the state of graduate student support;
2. Taxability of scholarship, fellowship, and grant support under the Tax Reform Act of 1986;
3. Academic progress requirements for Title IV recipients under the Higher Education Act of 1986; and
4. The effect of implementation of plus/minus grading on retention of undergraduate scholarships and loans.

Respectfully submitted,
Christopher J. Deering, Chair

for Baker* Lenn
Diehl* Linver
Huve Stoner*
Hollinshead Wright
*ex officio

Annual Report of the
Libraries Committee

1986 - 87 Session

The Libraries Committee met three times during the 1986-87 academic year. The meetings took place in Gelman, Medical and Law Libraries. The major topic was discussion of the problems in view of renovation process in the libraries.

On March 5, 1987 the Committee considered the memorandum from the Executive Committee (also submitted to Physical Facilities Committee) regarding overcrowding problems in each of three libraries. The Committee discussed several possible solutions and concluded to get in touch with the Physical Facilities Committee to decide how to proceed with a proposal for resolution to the Faculty Senate.

Respectfully submitted,


Simon Berkovich, Chairman

Members of the Committee

Deutsch, Jim, student
Frey, John A., Romance Languages
Hitchcock, D. Michael, Art
Johnson, Nancy D., HKLS
Kennedy, R. Emmet, History
King, James C., Germanic Languages
King, Michael M., Chemistry
Mergen, Bernard, American Studies
Phillips, Terence M., Medicine
Smith, Carol, Pathology
Sterling, Christopher H., Comm. & Theatre
White, David G., Chemistry

ex officio:

Bader, Shelley, Director, Medical Library
Caress, Edward A., Associate Dean of the Graduate
School of Arts and Sciences
Head, Anita K., Librarian, Law Library
Rogers, Sharon J., University Librarian

May 1, 1987

Annual Report of the Faculty Senate
Committee on Athletics

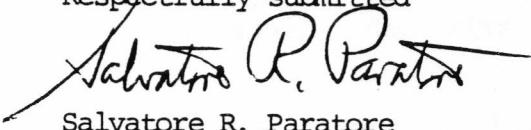
Committee Members: Salvatore R. Paratore, Lee S. Bielski, Andy Bosin, L. Thompson Bowles, Edward A. Caress, David O. Davis, Christopher J. Deering, Mark Kalt, Craig W. Linebaugh, Charles E. O'Rear, David A. Rowley, Karen Schmoyer, Jeanne E. Snodgrass, Alan G. Wasserman, Herbert D. Weintraub, David S. Wilkinson, Ex Officio: Steven Bilsky, Lynn H. George, Marianne R. Phelps.

Meetings of the full committee were held on October 9, 1986 and March 24, 1987.

At the October meeting, the Report on Intercollegiate Athletics from Associate Provost Phelps to President Elliott was reviewed and discussed. Athletics Directors Bilsky and George responded to questions after which a resolution was adopted by the committee congratulating both students and staff for their outstanding efforts.

At the March meeting, Women's basketball coach Linda Makowski reviewed the 1986-87 season and discussed the university's philosophy regarding women's basketball. Men's Athletics Director Bilsky presented rationale for using Budweiser as a sponsor for athletic events.

Respectfully submitted



Salvatore R. Paratore

SRP:rfp

NOTE: Supporting documents are on file in the Faculty Senate Office.



THE
GEORGE
WASHINGTON
UNIVERSITY

Washington, D.C. 20052 / The National Law Center

MEMORANDUM

To: Faculty Senate Office
From: Barkley Clark
Re: Activities of Fiscal Planning and Budgeting Committee
Date: May 11, 1987

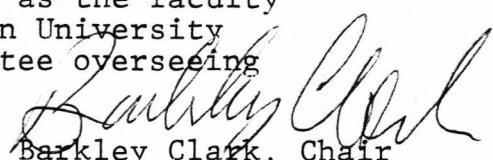
The Fiscal Planning and Budgeting Committee was comprised last year of the following members: Michael Bradley (Economics); Ali Cambel (CMEE); Ernest Englander (Business Administration); Joe Hilmy (Accounting); John Lowe (Geography); Lawrence Winkler (Education); Jarrett Wise (HCS); Tony Yezer (Economics); and Barkley Clark, Chair (Law).

The Committee's first meeting was on October 24, 1986, when we had a special conference with Bob Shoup regarding various aspects of the University Budget. We spent substantial time analyzing enrollments, proposed revenues and expenses by type, proposed tuition rates, and general guidelines used by the University for the preparation of operating budgets at the various units on campus. Mr. Shoup explained in detail the University's "incremental line-item" budgeting process. Armed with this "sneak preview" information, various members of the Committee brought out points of information and framed appropriate questions at the Faculty Senate meeting which discussed the budget in a general way with Mr. Shoup.

The second meeting was held on December 8. At that time, we discussed other aspects of the budget documents. We also decided that, while the Senate was getting good information on operating budgets, we needed further enlightenment on capital budgeting for the University. Several of the key questions to focus on are contained in the memorandum from Professor Yezer to Professor Clark; this memo is attached. It will be one of the first items on the Committee's agenda next year to discuss these matters of capital budgeting with the administration. At this second meeting, the Committee also sought to clarify what should be its role in the long run--are we information gatherers, or are we policy makers? The conclusion was that the Committee can play a constructive role on both fronts.

In addition to the formal Committee meetings, Professor Clark attended all meetings during the year as the faculty representative on the Trustees' Committee on University Development, which is the University committee overseeing the capital fund drive.

Respectfully Submitted,


Barkley Clark, Chair

ANNUAL REPORT OF THE FACULTY SENATE
COMMITTEE ON UNIVERSITY DEVELOPMENT AND RESOURCES

1986-1987

SUBMITTED TO THE FACULTY
SENATE BY SUZANNE L. SIMONS,
CHAIRPERSON

MEMBERS OF THE COMMITTEE:

Becker, William, History
Lappas, Nicholas T., Forensic Sciences
Oertel, Yolanda C., Pathology
Seavey, Ormond, English
Simons, Suzanne L., Anthropology
Wade, Alan G., Communications and Theatre
Worth, Michael J., Vice-President for Development

The Committee met five times during the academic year (October 27, November 17, December 19, February 27, and March 27). It has concentrated on the thrust the committee should take in the future, given a perceived lack of clear focus and overlap with other Senate committees, university offices and special programs. There was unanimous agreement that the committee should direct its efforts to university commitment of resources to faculty development. To that end, a resolution is being presented to the Senate to change the name of the committee to the Senate Committee on Faculty Development and Resources. The resolution also includes a charge to work closely with the Executive Committee of the Senate in clarifying its goals.

There are several areas the committee has isolated during the 1986-87 academic year for attention. All of these, while addressing faculty needs, are of benefit to larger university interests.

1. The possibility of Distinguished Professorships for senior faculty.

2. Examination of the effect on faculty of living in an area with a high cost of living. This has relevance to the ability of GWU to recruit and retain faculty. It might be useful to survey benefits provided by other universities located in similarly high-cost areas, to assess GWU's parity concerning such faculty benefits. Problems of single-income faculty, particularly those with dependent children, are relevant. The overall goal is to promote an environment conducive to productivity and security.

3. The need to interest the university in allocating space for an informal eating/lounge area. Hopefully, this would promote

academic and social interaction across different segments of the university.

4. The provision of a day-care center for children of faculty, staff, and possibly students. For both single heads of households, as well as the number of two-worker families, this could alleviate what is a general problem in American life today. Such a provision could act as a centripetal force in the metropolitan D.C. area for faculty, staff, and students alike.

5. Comparison of university allocation of resources to different university departments or schools with respect to travel funding, research support or clerical help for faculty members.

In addition to the above, the committee is positively disposed towards continuing cosponsorship of seminars with the University Development Office on financial planning for faculty members. This is an area of ongoing concern, in which faculty/university needs are jointly meshed.

May 1, 1987

1986-87 Report of the Senate Committee on Honors
and Academic Convocations

Committee members: Alan Bowen (GWUSA), Roy Eastin, Joe Garofalo (GWUSA), Philip Grub, Carol Hoare, Melvin Lader, Jane Lingo, Joan Regnell, Elizabeth Tidball, Theodore Timmerman. Ex Officio: Lloyd Elliott, Roderick French, Matthew Gaglione, Gail Short Hanson, Ron Howard, Robert Jones.

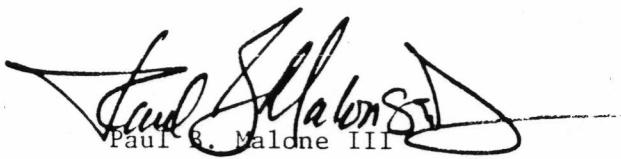
Meetings of the full Committee were held on September 26, 1986 and February 25, 1987. An extra meeting of the Committee which will address a specific request of Law School students concerning individual photographs at their May 17, 1987 graduation ceremony is scheduled for May 5, 1987.

At the September 26, 1986 meeting the Committee nominated three persons for honorary degrees and discussed candidates for Convocation guest speakers. Plans for the 1987 observance of the Martin Luther King, Jr. holiday were discussed. At the request of the GWUSA representative, a motion to request schools to individualize student recognition at Winter Convocation activities was approved.

At the February 25, 1987 meeting, the Committee discussed nominations for honorary degrees and commencement speakers and plans for next year's observance of the Martin Luther King, Jr. holiday. Further, the Committee discussed problems which had been encountered when attempting to decentralize the 1987 Winter Convocation activities (providing individual student recognition).

The subcommittees of this Senate Committee include the following:

Sub-Committee on Honorary Degree Nominations and Speakers
Sub-Committee on the Martin Luther King, Jr. Holiday
Sub-Committee on Graduation Weekend Activities



Paul S. Malone III

ANNUAL REPORT

Faculty Senate Committee on Research

1986 - 1987

The Senate Research Committee met four times during the academic year. The principal activities of the committee were as follows:

1. "Evidence of Excellence" Exhibit

The committee cosponsored with the Gelman Library the above exhibit displaying faculty publications.

2. Interdisciplinary Database

The committee explored the possibility of setting up an interdisciplinary database for the purpose of facilitating the identification of faculty with needed expertise or research interests from within the entire university community. Discussions with Dr. S. Rogers from the Gelman Library and with H. Spencer from Sponsored Research were made to see how existing databases could be expanded to serve this function, and to see who might administer this. While no final conclusion was drawn, it appeared from extensive discussion that in combination, facilities do exist to satisfy this function and there does not appear to be strong enough demand to warrant a special database.

3. Policy on Chartering Research Institutes and Centers

At the request of the Executive Committee, the Research Committee studied the new policy of the office of the Vice President for Academic Affairs. Available documentation was studied and the committee discussed the policy with Vice President French. Several concerns were raised, however, the committee was satisfied that the present policy is needed and is appropriate.

4. Policy for Sponsored Research

It was noted that the present policy for sponsored research, formulated during the Viet Nam War era, may not be appropriate today. Among the issues discussed were the handling of classified research and the need for the "watch-dog" Committee on Sponsored Research. No conclusions were drawn and this issue may be brought up again for the '87-'88 academic year.

5. Reduced Teaching Loads

It was agreed that excessive teaching load is a major obstacle to research and the GWU policy was discussed. Policies at other institutions were also discussed and compared with GWU's.

6. Report of the Committee on Conflict of Interest

Although the Committee on Professional Ethics and Academic Freedom is responsible for reviewing this report and developing a university policy on conflict of interest, several issues discussed by the report involve research policy. It was deemed appropriate for our committee to review and discuss the report. There was considerable discussion on whether or not the existing policy as a outlined in the Faculty Code and Faculty Handbook is adequate and on the necessity of certain items contained in the report. The committee did not arrive at any conclusion and discussion will no doubt continue into the next academic year.

Respectfully submitted,



Charles A. Garris, Chair

Members of the Committee

Lewis F. Affronti, Microbiology
Otto Bergman, Physics
Eileen Bradley, Radiology
Hugo D. Junghenn, Mathematics
William H. Marlow, Operations Research
Bernard M. Mergen, American Studies
Charles A. Moser, Slavic Languages
Jay R. Shotel, Education
Christopher W. Sten, English
Frederick Wolff, Medicine

Ex Officio

Roderick S. French, Vice President for Academic Affairs
Carl J. Lang, Vice President for Administration and Research
Henry Solomon, Dean, Graduate School of Arts and Sciences

ANNUAL REPORT OF THE EXECUTIVE COMMITTEE OF THE FACULTY SENATE
1986-87 Session

The Executive Committee arranged the agenda for eight regular meetings of the Faculty Senate and cancelled one regularly-scheduled meeting (in February) due to a lack of business ready for the agenda. A tabulation of resolutions enacted by the Senate, showing the administration's response to these recommendations, will be attached to this Report as soon as available from the President and will be distributed with the minutes.

Three of the resolutions considered and approved by the Senate during the 1986-87 term were proposed by the Executive Committee. These were: Resolution 86/4, "A Resolution to Establish a Special Committee on Mandatory Retirement," Resolution 86/10, "A Resolution to Request Adequate Time for Consultation with Faculty on Consolidation of School of Public and International Affairs," and Resolution 86/11, "A Resolution to Establish a Special Committee on Consolidation of the School of Public and International Affairs." Both Special Committees will be continuing work on their respective topics in the coming term, and the Executive Committee expects to continue to play a significant role in helping to coordinate the Senate's response on reconstitution of the faculty of the School of Public and International Affairs.

During the 1986-87 term, the Executive Committee was formally notified (in accordance with the Faculty Code) of two disputes between individual faculty members and the University administration. In May, 1986, the Vice President for Academic Affairs, et al., filed a complaint seeking removal for cause of a tenured faculty member in the Medical Center, and the respondent faculty member, Dr. Ann Lewicki, filed a counterclaim. The Executive Committee played its required advisory role in assisting the Chair of the Dispute Resolution Committee, Professor Ralph Nash, in establishing a hearing committee of six members. As of this writing this Hearing Committee, chaired by Professor Theodore Sims of the National Law Center, is still attempting to dispose of preliminary motions so that it may begin hearing arguments in the case.

A second complaint was filed on January 28, 1987, by a faculty member of the Department of Microbiology, Dr. Mary Ann K. Markwell, alleging certain grievances against the Chair of that Department. The Executive Committee has conducted the required preliminary investigation, and has suggested a possible path to informal resolution of this dispute, which is currently under consideration by both parties.

In addition, the Executive Committee has just been notified (April 24, 1987) by the Vice President for Academic Affairs of an administrative non-concurrence with respect to a departmental recommendation for tenure. The Chair and the Chair-elect of the Executive Committee jointly have begun the preliminary consultation called for by the Faculty Code, Procedures Sec. B.4.

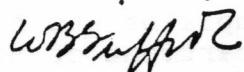
The Chair of the Executive Committee, in accordance with Faculty Assembly Resolution (FA/1), convened the first meeting of the Faculty Consultative Committee on the Search for a new President, and later chaired the election process by which three members of that Committee were nominated by them to serve on the Trustees' Search Committee. The Executive Committee also met on March 10, 1987, with Dr. Stead from the Presidential Search Consultation Service to provide its guidance on the search process and criteria.

The Executive Committee in conjunction with the Office of the Academic Vice President sponsored a celebration of the Twenty-Fifth Anniversary of the Faculty Senate in December, and an orientation breakfast for new faculty members in January. We also participated in the annual Faculty Awards Luncheon on April 29, 1987.

The Executive Committee also served as the Senate's committee on committees, nominating members and chairs of the Senate's standing committees, and to administrative committees as requested by the President. The Committee expresses its thanks to all those who served well and faithfully as members and chairs in important but often unseen roles, making faculty participation in governance a working reality and not a mere ideal.

A final word of sincere thanks is due to Ms. Doris Trone and Ms. Ramona Morales of the Faculty Senate Office, for their graciously tendered and unstinting assistance to the Senate as a whole, but particularly to the Executive Committee and most especially to its Chair.

Respectfully submitted,



William B. Griffith, Chairman

Members of the Committee:

Raymond R. Fox
Martha N. Rashid
Lilien F. Robinson
Luize E. Zubrow

ex officio:

Lloyd H. Elliott, President

April 29, 1987

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

The Faculty Senate

April 20, 1987

The Faculty Senate will meet on Friday, May 1, 1987, at 2:10 p.m., in Lisner Hall 603. (There will be a reception at 1:45 p.m. prior to the meeting for continuing Senate members to meet and welcome new Senate members.)

AGENDA

1. Call to order
2. Approval of the minutes of the regular meeting of April 10, 1987
3. Resolutions:
 - (a) A RESOLUTION CONCERNING FACULTY SALARIES (87/1); Professor John A. Morgan, Jr., Chair, Appointment, Salary and Promotion Policies Committee (Resolution 87/1 attached.)
 - (b) A RESOLUTION TO CHANGE THE NAME OF THE SENATE COMMITTEE ON UNIVERSITY DEVELOPMENT AND RESOURCES TO THE SENATE COMMITTEE ON FACULTY DEVELOPMENT AND RESOURCES (87/2); Professor Suzanne L. Simons, Chair, University Development and Resources Committee (Resolution 87/2 attached.)
4. Introduction of Resolutions
5. Interim Report of the Special Committee on Consolidation of SPIA; Professor Raymond R. Fox, Chair
6. General Business:
 - (a) Approval of dates for regular Senate meetings in the 1987-88 Session recommended by the Executive Committee as follows: May 1, 1987, September 18, 1987, October 9, 1987, November 13, 1987, December 11, 1987, January 15, 1988, February 12, 1988, March 11, 1988, and April 8, 1988
 - (b) Nomination for appointment by the President of Ralph G. Steinhardt, Associate Professor fo Law, as Parliamentarian of the Faculty Senate for the 1988-87 Session
 - (c) Nomination for election of Chairs and Members of Senate Standing Committees for the 1987-88 Session (list of nominees to be distributed at meeting)

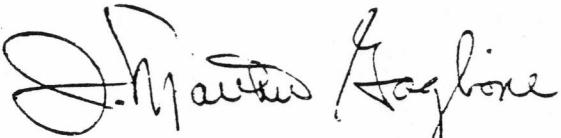
-(continued)-

6. General Business (continued):

- (d) Nomination for appointment by the President to the following Administrative Committees: Committee on University Bookstore: Christopher J. Deering, Chair, Miriam V. Dow, and Melvin Reich; Committee on University Parking: Irvin J. Katz; Advisory Committee for the Charles E. Smith Center for Physical Education and Athletics: Jan Orenstein; GW Forum: A. E. Claeysens, Jr., Editor-in-Chief, T.P.G. Liverman, and Cynthia McClintock; Committee on Campus Security: Suzanne L. Simons; Committee on Public Ceremonies: Roy B. Eastin, Carol Hoare, and Bradley W. Sabelli; Committee on Coordinated Planning (for a 3-year term): Anthony M. Yezer; Joint Committee of Faculty and Students: Philip Robbins, Co-Chair, Nathan C. Garner, Robert G. Jones, Robert J. Harrington, Max Ticktin, Steven A. Tuch, and Daniel Ullman
- (e) Nomination for appointment by the Board of Trustees to the following Committees: Trustees' Committee on Academic Affairs: Lilien F. Robinson; Trustees' Committee on Student Affairs: Philip Robbins; and Trustees' Committee on University Development: Barkley Clark
- (f) Nomination for election by the Faculty Senate to the Panel for Student Grievance Review Committees: Oliver Alabaster, Andrew Altman, Helga Binder, Marvin S. Katzman, Richard A. Kenney; Mhairi MacDonald-Ginsburg, Paul Peyser, Joan R. Regnell, Deloris M. Saunders, and Jeanne E. Snodgrass
- (g) Report of the Executive Committee: Professor Lilien F. Robinson, Chair
- (h) Annual Reports: Committee on University and Urban Affairs

7. Brief Statements

8. Adjournment



J. Matthew Gaglione
Secretary

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.
THE FACULTY SENATE - 1987-88 SESSION

The Faculty Senate meetings for the 1987-88 Session will be held on the second Friday of each month (exceptions: May, September, and January) as follows:

| | |
|--------------------|--|
| May 1, 1987 | January 15, 1988 |
| September 18, 1987 | February 12, 1988 |
| October 9, 1987 | March 11, 1988 |
| November 13, 1987 | April 8, 1988 |
| December 11, 1987 | The 1988-89 Session begins on May 6, 1988 |

Ex Officio Member (stated by the Faculty Organization Plan)
Elliott, Lloyd H. President

Administrative Members (stated by the Faculty Organization Plan)
French, Roderick S. Vice President for Academic Affairs
Gaglione, J. Matthew Registrar
(Appointed by the President):
Barron, Jerome A. Dean, National Law Center
Birnbaum, Philip S. Dean, Administrative Affairs, The Medical Center
East, Maurice A. Dean, School of Public and International Affairs
Kelly, Eugene W., Jr. Dean, School of Education and Human Development
Liebowitz, Harold Dean, School of Engineering and Applied Science
Loeser, Norma M. Dean, School of Government and Business Administration
Lovett, Clara M. Dean, Columbian College of Arts and Sciences
Solomon, Henry Dean, Graduate School of Arts and Sciences

Steinhardt, Ralph G. Parliamentarian

| <u>Faculty Members</u> | <u>Term</u> | <u>Expires</u> | <u>School or College</u> |
|-------------------------|-------------|----------------|--|
| Berkovich, Simon | 1988 | | Engineering and Applied Science |
| Burks, James F. | 1989 | | Columbian College |
| Clark, Barkley | 1988 | | National Law Center |
| Cohn, Victor H. | 1989 | | Medical Center |
| Deering, Christopher J. | 1988 | | Columbian College |
| Elgart, Mervyn L. | 1988 | | Medical Center |
| Fox, Raymond R. | 1989 | | Engineering and Applied Science |
| Garris, Charles A. | 1988 | | Engineering and Applied Science |
| Grub, Phillip D. | 1989 | | Government and Business Administration |
| *Hill, Peter P. | 1989 | | Columbian College |
| Levy, Joseph B. | 1988 | | Graduate School of Arts and Sciences |
| Malone, Paul B. | 1988 | | Government and Business Administration |
| Moore, Dorothy A. | 1989 | | Education and Human Development |
| Morgan, John A., Jr. | 1989 | | Public and International Affairs |
| Paratore, Salvatore R. | 1988 | | Education and Human Development |
| Pierpont, Howard C. | 1989 | | Medical Center |
| Robbins, Philip | 1989 | | Columbian College |
| *Robinson, David | 1989 | | National Law Center |
| Robinson, Lilien F. | 1988 | | Columbian College |
| Schiff, Stefan O. | 1988 | | Columbian College |
| Simons, Suzanne L. | 1988 | | Columbian College |
| Smith, Arthur H. | 1988 | | Columbian College |
| Smith, George W. | 1989 | | Education and Human Development |
| Tolchin, Susan J. | 1989 | | Government and Business Administration |
| Yezer, Anthony M. | 1989 | | Columbian College |
| Zubrow, Luize E. | 1989 | | National Law Center |

*Has resigned; replacement to be elected.

A RESOLUTION CONCERNING FACULTY SALARIES (87/1)

WHEREAS, a university can be no better than its faculty; and

WHEREAS, a distinguished university must be staffed with an equally distinguished faculty; and

WHEREAS, equity and market conditions both demand that a distinguished faculty receive compensation which is commensurate with this standing; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY:

- (1) That the University make annual increments to faculty salaries designed to achieve as soon as possible, and to maintain, for all ranks an overall number one rating (80th percentile or above) on the American Association of University Professors' scale for Category I institutions;
- (2) That the University make annual increments to faculty salaries designed to achieve as soon as possible, and to maintain, for all ranks in each school and college no less than a number two rating (60th percentile or above) on the American Association of University Professors' scale for Category I institutions.

Committee on Appointment, Salary, and Promotion Policies
March 27, 1987

A RESOLUTION TO CHANGE THE NAME OF THE SENATE COMMITTEE ON
UNIVERSITY DEVELOPMENT AND RESOURCES TO THE SENATE COMMITTEE
ON FACULTY DEVELOPMENT AND RESOURCES (87/2)

WHEREAS, the history of the University Committee on Development and Resources indicates a lack of clear focus with respect to its perceived goals; and

WHEREAS, many past emphases appear to overlap those of other Senate committees, university offices and special programs; and

WHEREAS, there is already a good deal of faculty attention towards general university development and relatively less emphasis on examining faculty problem areas; and

WHEREAS, more concentrated attention to University-wide commitment of resources to faculty development appears to be a desirable goal; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

- (1) That the Bylaws of the Faculty Senate, Section 10, Standing Committees, be modified to rename the Committee on University Development and Resources to the Committee on Faculty Development and Resources; and
- (2) That the renamed Committee be asked to develop during the coming year, in consultation with the Executive Committee, a clear statement of charge.

Senate Committee on University Development and Resources
April 9, 1987

Annual Report of the
Committee on University and Urban Affairs

1986-1987 Session

The Committee on University and Urban Affairs met six times during the academic year, on September 22, October 20, November 24, January 27, February 24, and March 24. On September 22 we discussed a proposed symposium on exploring the relationship between George Washington University and the city. The committee expressed its support of a university symposium which would allow people in the neighborhood to express their opinions and views, and/or a symposium which would draw on the expertise and experiences of other universities in urban settings. The committee also recommended that Dennis Gale be appointed as a member of the planning committee of such a symposium.

On October 20 and on November 24 the committee witnessed a slide presentation on the proposed Campus Plan by Mr. Robert E. Dickman, Assistant Treasurer and Mr. J. Roger Lyons, Director of Facilities Planning. On November 24 the committee also completed the draft of A RESOLUTION TO ESTABLISH A REGULARLY UPDATED PUBLICATION OF COMMITMENTS. This resolution was adopted by the Faculty Senate on January 16, 1987 as Resolution 86/5.

On March 24 the committee completed the draft of A RESOLUTION TO ESTABLISH THE GEDRGE WASHINGTON UNIVERSITY OFFICE FOR SERVICE TO THE COMMUNITY. This resolution was adopted by the Faculty Senate on April 10, 1987 as Resolution 86/12.

Respectfully submitted,



Ruth A. Wallace, Chairperson

Members of the Committee

Dennis Gale, Urban and Regional Planning
Jane Lingo, News and Public Affairs
Honey Nashman, HKLS
Michael Shaffer, Anesthesiology
Jeffrey Smith, Emergency Medicine
Joseph Tropea, Sociology

Ex Officio

Charles E. Diehl, Vice President and Treasurer

ANNUAL REPORT OF THE EXECUTIVE COMMITTEE OF THE FACULTY SENATE
1986-87 Session

The Executive Committee arranged the agenda for eight regular meetings of the Faculty Senate and cancelled one regularly-scheduled meeting (in February) due to a lack of business ready for the agenda. A tabulation of resolutions enacted by the Senate, showing the administration's response to these recommendations, will be attached to this Report as soon as available from the President and will be distributed with the minutes.

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During the 1986-87 term, the Executive Committee was formally notified (in accordance with the Faculty Code) of two disputes between individual faculty members and the University administration. In May, 1986, the Vice President for Academic Affairs, et al., filed a complaint seeking removal for cause of a tenured faculty member in the Medical Center, and the respondent faculty member, Dr. Ann Lewicki, filed a counterclaim. The Executive Committee played its required advisory role in assisting the Chair of the Dispute Resolution Committee, Professor Ralph Nash, in establishing a hearing committee of six members. As of this writing this Hearing Committee, chaired by Professor Theodore Sims of the National Law Center, is still attempting to dispose of preliminary motions so that it may begin hearing arguments in the case.

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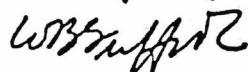
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Respectfully submitted,



William B. Griffith, Chairman

Members of the Committee:

Raymond R. Fox
Martha N. Rashid
Lilien F. Robinson
Luize E. Zubrow

ex officio:

Lloyd H. Elliott, President

April 29, 1987

5/19/87 NOTE: The Executive Committee is awaiting response of the President regarding administrative actions on the resolutions listed.

RESOLUTIONS 1986-87 SESSION

| Resolution No. | Date of Meeting | Title of Resolution | Action | Remarks and/or Committee Referral |
|----------------|-----------------|---|---|---|
| (85/12) | 5/2/86 | A Resolution on Summer Sessions Calendar | Postponed 3/21/86 to 5/2/86 Adopted 5/2/86 | |
| 86/1 | 5/2/86 | A Resolution of Appreciation for Improved Fringe Benefits | Adopted 5/2/86 | |
| 86/2 | 5/2/86 | A Resolution Regarding Support for the Visual and Performing Arts | Adopted 5/2/86 | |
| 86/3 | 5/2/86 | A Resolution Regarding Advising/Registration | Referred 5/2/86 | Referred to Committee on Educational and Admissions Policy for further study |
| 86/4 | 12/12/86 | A Resolution to Establish a Special Committee on Mandatory Retirement | Adopted, as amended 12/12/86 | |
| 86/5 | 1/16/87 | A Resolution to Establish a Regularly Updated Publication of <u>Commitments</u> | Adopted 1/16/87 | |
| 86/6 | 1/16/87 | A Resolution Regarding Retention of Graded Exams and Papers Not Returned to Students | Adopted, as corrected 1/16/87 | |
| 86/7 | 1/16/87 | A Resolution to Recommend Amendment of the <u>Faculty Code</u> Provisions Relating to the Removal of Tenure | Recommitted to PEAF Committee 1/16/87 | Recommitted to PEAF Committee with instructions to bring this resolution back to the Senate at its March 13, 1987 meeting |
| 86/8 | 3/13/87 | A Resolution To Amend <u>Faculty Code</u> Provisions Relating to the Termination of Tenure and Academic Freedom | Adopted, as altered 3/13/87 | |

RESOLUTIONS 1986-87 SESSION

| Resolution No. | Date of Meeting | Title of Resolution | Action | Remarks and/or Committee Referral |
|----------------|-----------------|--|-----------------------------------|--|
| 86/9 | 3/13/87 | A Resolution Recommending Changes in the University Grading System | Adopted 3/13/87 | |
| 86/10 | 3/13/87 | A Resolution to Request Adequate Time for Consultation with Faculty on Consolidation of School of Public and International Affairs | Adopted, as altered 3/13/87 | |
| 86/11 | 3/13/87 | A Resolution to Establish a Special Committee on Consolidation of the School of Public and International Affairs | — Adopted 3/13/87 | |
| 86/12 | 4/10/87 | A Resolution to Establish The George Washington University Office for Service to the Community | Adopted 4/10/87 | |
| 86/13 | 4/10/87 | A Resolution to Endorse the Report of the Special Committee on Conflict of Interest | Referred 4/10/87 | Referred to the Professional Ethics and Academic Freedom Committee for recommendations |
| 86/14 | 4/10/87 | A Resolution of Appreciation (for Professor William B. Griffith) | Adopted by acclamation 4/10/87 | No action necessary. |

A Tribute to John Reesing, Professor of English

Professor John Palmer Reesing Jr. joined the faculty of the English Department in 1946, and served as its Chairman for a total of fifteen years. He is the author of several scholarly articles and a major work on Milton. His contributions to his department and to the University, as a teacher and active participant in many academic functions, are exemplary.

On this occasion we wish to honor Professor Reesing specifically for his contributions to the Faculty Senate, both as a member and as a participant on several committees. He was a member of the original Faculty Senate in 1960-61, and served on the Senate for an additional thirteen years, from 1961 to 1962, 1964 to 1968, 1969 to 1973, and from 1976 to 1980. At various times he was chairman of the committees on University Objectives, Professional Ethics and Academic Freedom, and the Library. As colleagues and Senate members who benefited from his efforts, we wish him well in his future endeavors.

Stefan O. Schiff
Professor of Biological Sciences

Faculty Senate Meeting
May 1, 1987

A TRIBUTE TO LEROY S. MERRIFIELD
Lobingier Professor of Jurisprudence & Comparative Law

I am particularly privileged to offer this dedication to my colleague Leroy Merrifield, because of the munificent support he has given to me over the past several years.

Professor Merrifield joined the G.W.U. National Law Center faculty in 1947. He had an exceptional educational background: A.B. and Law Degree from the University of Minnesota; Master of Public Administration and Doctorate in Juridical Science from Harvard University.

Over his remarkable forty-year career at G.W.U., Professor Merrifield became an internationally recognized labor and employment law expert and scholar. He was a Fulbright Fellow to Australia in 1951 and a Ford Foundation Fellow to Europe in 1963. He has been active in the International Society for Labor Law and Social Security and has served as Chairman of the U.S. Branch of that organization since 1983. Professor Merrifield is co-author of two of the leading coursebooks on labor law and author of many prominent law journal articles.

Professor Merrifield has served on every National Law Center standing committee, and on many special committees. He was Acting Dean in 1948-49. He was a member of the Faculty Senate in 1964-65. He has been active in various professional organizations, and he is a highly respected labor arbitrator.

Professor Merrifield has been a truly dedicated instructor who has taught thousands of lawyers currently practicing throughout the U.S. Many of the most prominent labor and employment law specialists began their training under Professor Merrifield's thoughtful and patient guidance. Some of his former students have become Judges, Members of Congress, and Members of the National Labor Relations Board and other federal and state administrative agencies.

We shall especially miss Professor Merrifield at the National Law Center, because he has been an extraordinarily thoughtful and supportive colleague. He was recently described so appropriately by his long-time colleague Donald Rothschild as a "man of uncommon decency."

I can think of no colleague spoken of with more affection and respect than Leroy Merrifield. We are deeply sorry to see him retire. We wish him well in the future.

Charles B. Craver
Professor of Law

Faculty Senate Meeting
May 1, 1987

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

The Faculty Senate

April 20, 1987

The Faculty Senate will meet on Friday, May 1, 1987, at 2:10 p.m., in Lisner Hall 603. (There will be a reception at 1:45 p.m. prior to the meeting for continuing Senate members to meet and welcome new Senate members.)

AGENDA

1. Call to order
2. Approval of the minutes of the regular meeting of April 10, 1987
3. Resolutions:
 - (a) A RESOLUTION CONCERNING FACULTY SALARIES (87/1); Professor John A. Morgan, Jr., Chair, Appointment, Salary and Promotion Policies Committee (Resolution 87/1 attached.)
 - (b) A RESOLUTION TO CHANGE THE NAME OF THE SENATE COMMITTEE ON UNIVERSITY DEVELOPMENT AND RESOURCES TO THE SENATE COMMITTEE ON FACULTY DEVELOPMENT AND RESOURCES (87/2); Professor Suzanne L. Simons, Chair, University Development and Resources Committee (Resolution 87/2 attached.)
4. Introduction of Resolutions
5. Interim Report of the Special Committee on Consolidation of SPIA; Professor Raymond R. Fox, Chair
6. General Business:
 - (a) Approval of dates for regular Senate meetings in the 1987-88 Session recommended by the Executive Committee as follows: May 1, 1987, September 18, 1987, October 9, 1987, November 13, 1987, December 11, 1987, January 15, 1988, February 12, 1988, March 11, 1988, and April 8, 1988
 - (b) Nomination for appointment by the President of Ralph G. Steinhardt, Associate Professor fo Law, as Parliamentarian of the Faculty Senate for the 1988-87 Session
 - (c) Nomination for election of Chairs and Members of Senate Standing Committees for the 1987-88 Session (list of nominees to be distributed at meeting)

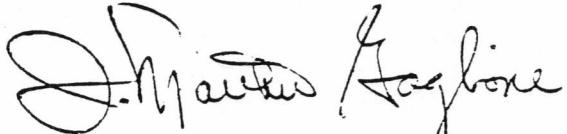
-(continued)-

6. General Business (continued):

- (d) Nomination for appointment by the President to the following Administrative Committees: Committee on University Bookstore: Christopher J. Deering, Chair, Miriam V. Dow, and Melvin Reich; Committee on University Parking: Irvin J. Katz; Advisory Committee for the Charles E. Smith Center for Physical Education and Athletics: Jan Orenstein; GW Forum: A. E. Claeysens, Jr., Editor-in-Chief, T.P.G. Liverman, and Cynthia McClintock; Committee on Campus Security: Suzanne L. Simons; Committee on Public Ceremonies: Roy B. Eastin, Carol Hoare, and Bradley W. Sabelli; Committee on Coordinated Planning (for a 3-year term): Anthony M. Yezer; Joint Committee of Faculty and Students: Philip Robbins, Co-Chair, Nathan C. Garner, Robert G. Jones, Robert J. Harrington, Max Ticktin, Steven A. Tuch, and Daniel Ullman
- (e) Nomination for appointment by the Board of Trustees to the following Committees: Trustees' Committee on Academic Affairs: Lilien F. Robinson; Trustees' Committee on Student Affairs: Philip Robbins; and Trustees' Committee on University Development: Barkley Clark
- (f) Nomination for election by the Faculty Senate to the Panel for Student Grievance Review Committees: Oliver Alabaster, Andrew Altman, Helga Binder, Marvin S. Katzman, Richard A. Kenney, Mhairi MacDonald-Ginsburg, Paul Peyser, Joan R. Regnell, Deloris M. Saunders, and Jeanne E. Snodgrass
- (g) Report of the Executive Committee: Professor Lilien F. Robinson, Chair
- (h) Annual Reports: Committee on University and Urban Affairs

7. Brief Statements

8. Adjournment



J. Matthew Gaglione
Secretary

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.
THE FACULTY SENATE - 1987-88 SESSION

The Faculty Senate meetings for the 1987-88 Session will be held on the second Friday of each month (exceptions: May, September, and January) as follows:

| | |
|--------------------|--|
| May 1, 1987 | January 15, 1988 |
| September 18, 1987 | February 12, 1988 |
| October 9, 1987 | March 11, 1988 |
| November 13, 1987 | April 8, 1988 |
| December 11, 1987 | The 1988-89 Session begins on May 6, 1988 |

Ex Officio Member (stated by the Faculty Organization Plan)

Elliott, Lloyd H. President

Administrative Members (stated by the Faculty Organization Plan)

French, Roderick S. Vice President for Academic Affairs

Gaglione, J. Matthew Registrar

(Appointed by the President):

| | |
|-----------------------|--|
| Barron, Jerome A. | Dean, National Law Center |
| Birnbaum, Philip S. | Dean, Administrative Affairs, The Medical Center |
| East, Maurice A. | Dean, School of Public and International Affairs |
| Kelly, Eugene W., Jr. | Dean, School of Education and Human Development |
| Liebowitz, Harold | Dean, School of Engineering and Applied Science |
| Loeser, Norma M. | Dean, School of Government and Business Administration |
| Lovett, Clara M. | Dean, Columbian College of Arts and Sciences |
| Solomon, Henry | Dean, Graduate School of Arts and Sciences |

Steinhardt, Ralph G. Parliamentarian

| <u>Faculty Members</u> | <u>Term</u> | <u>Expires</u> | <u>School or College</u> |
|-------------------------|-------------|----------------|--|
| Berkovich, Simon | 1988 | | Engineering and Applied Science |
| Burks, James F. | 1989 | | Columbian College |
| Clark, Barkley | 1988 | | National Law Center |
| Cohn, Victor H. | 1989 | | Medical Center |
| Deering, Christopher J. | 1988 | | Columbian College |
| Elgart, Mervyn L. | 1988 | | Medical Center |
| Fox, Raymond R. | 1989 | | Engineering and Applied Science |
| Garris, Charles A. | 1988 | | Engineering and Applied Science |
| Grub, Phillip D. | 1989 | | Government and Business Administration |
| *Hill, Peter P. | 1989 | | Columbian College |
| Levy, Joseph B. | 1988 | | Graduate School of Arts and Sciences |
| Malone, Paul B. | 1988 | | Government and Business Administration |
| Moore, Dorothy A. | 1989 | | Education and Human Development |
| Morgan, John A., Jr. | 1989 | | Public and International Affairs |
| Paratore, Salvatore R. | 1988 | | Education and Human Development |
| Pierpont, Howard C. | 1989 | | Medical Center |
| Robbins, Philip | 1989 | | Columbian College |
| *Robinson, David | 1989 | | National Law Center |
| Robinson, Lilien F. | 1988 | | Columbian College |
| Schiff, Stefan O. | 1988 | | Columbian College |
| Simons, Suzanne L. | 1988 | | Columbian College |
| Smith, Arthur H. | 1988 | | Columbian College |
| Smith, George W. | 1989 | | Education and Human Development |
| Tolchin, Susan J. | 1989 | | Government and Business Administration |
| Yezer, Anthony M. | 1989 | | Columbian College |
| Zubrow, Luize E. | 1989 | | National Law Center |

*Has resigned; replacement to be elected.

A RESOLUTION CONCERNING FACULTY SALARIES (87/1)

WHEREAS, a university can be no better than its faculty; and

WHEREAS, a distinguished university must be staffed with an equally distinguished faculty; and

WHEREAS, equity and market conditions both demand that a distinguished faculty receive compensation which is commensurate with this standing; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY:

- (1) That the University make annual increments to faculty salaries designed to achieve as soon as possible, and to maintain, for all ranks an overall number one rating (80th percentile or above) on the American Association of University Professors' scale for Category I institutions;
- (2) That the University make annual increments to faculty salaries designed to achieve as soon as possible, and to maintain, for all ranks in each school and college no less than a number two rating (60th percentile or above) on the American Association of University Professors' scale for Category I institutions.

Committee on Appointment, Salary, and Promotion Policies
March 27, 1987

A RESOLUTION TO CHANGE THE NAME OF THE SENATE COMMITTEE ON
UNIVERSITY DEVELOPMENT AND RESOURCES TO THE SENATE COMMITTEE
ON FACULTY DEVELOPMENT AND RESOURCES (87/2)

WHEREAS, the history of the University Committee on Development and Resources indicates a lack of clear focus with respect to its perceived goals; and

WHEREAS, many past emphases appear to overlap those of other Senate committees, university offices and special programs; and

WHEREAS, there is already a good deal of faculty attention towards general university development and relatively less emphasis on examining faculty problem areas; and

WHEREAS, more concentrated attention to University-wide commitment of resources to faculty development appears to be a desirable goal; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

- (1) That the Bylaws of the Faculty Senate, Section 10, Standing Committees, be modified to rename the Committee on University Development and Resources to the Committee on Faculty Development and Resources; and
- (2) That the renamed Committee be asked to develop during the coming year, in consultation with the Executive Committee, a clear statement of charge.

Senate Committee on University Development and Resources
April 9, 1987

Annual Report of the
Committee on University and Urban Affairs

1986-1987 Session

The Committee on University and Urban Affairs met six times during the academic year, on September 22, October 20, November 24, January 27, February 24, and March 24. On September 22 we discussed a proposed symposium on exploring the relationship between George Washington University and the city. The committee expressed its support of a university symposium which would allow people in the neighborhood to express their opinions and views, and/or a symposium which would draw on the expertise and experiences of other universities in urban settings. The committee also recommended that Dennis Gale be appointed as a member of the planning committee of such a symposium.

On October 20 and on November 24 the committee witnessed a slide presentation on the proposed Campus Plan by Mr. Robert E. Dickman, Assistant Treasurer and Mr. J. Roger Lyons, Director of Facilities Planning. On November 24 the committee also completed the draft of A RESOLUTION TO ESTABLISH A REGULARLY UPDATED PUBLICATION OF COMMITMENTS. This resolution was adopted by the Faculty Senate on January 16, 1987 as Resolution 86/5.

On March 24 the committee completed the draft of A RESOLUTION TO ESTABLISH THE GEOFGE WASHINGTON UNIVERSITY OFFICE FOR SERVICE TO THE COMMUNITY. This resolution was adopted by the Faculty Senate on April 10, 1987 as Resolution 86/12.

Respectfully submitted,

Ruth A. Wallace

Ruth A. Wallace, Chairperson

Members of the Committee

Dennis Gale, Urban and Regional Planning
Jane Lingo, News and Public Affairs
Honey Nashman, HKLS
Michael Shaffer, Anesthesiology
Jeffrey Smith, Emergency Medicine
Joseph Tropea, Sociology

Ex Officio

Charles E. Diehl, Vice President and Treasurer